

**TEACHING PLAN**

Graduate Program: Business Management		
Course: ☒ Academic Master's ☐ Professional Master's ☒ Doctorate		
Discipline: ORGANIZATIONAL CHANGE		Discipline code: ENST54936
Professor: ALMIR MARTINS VIEIRA		DRT: 1164366
Workload: 32h	Credits: 2	☐ Mandatory ☒ Elective
Syllabus: Ontological and epistemological aspects in the study of organizational change. Content, context, process, and consequences concerning and related to organizational change. Main theoretical approaches. Organizational change and discursivity. Success and failure: the paradoxical nature of organizational change. Organizational change research approaches and methods.		
Assessment Criteria: Participation in class - discussions (15%) Seminars (35%) Final work - written (50%)		
Bibliography Barnes, B. (2005). Complexity theories and organizational change. <i>International Journal of Management Review</i> , 7 (2), 73–90. Berson, Y., Oreg, S., & Wiesenfeld, B. (2021). A construal level analysis of organizational change processes. <i>Research in Organizational Behavior</i> , 41, 1-13. Oreg, S., & Berson, Y. (2019). Leaders' impact on organizational change: Bridging theoretical and methodological chasms. <i>The Academy of Management Annals</i> , 13, 272–307. Pichault, F., & Schoenaers, F. (2003). HRM practices in a process of organizational change: A contextualist perspective. <i>Applied Psychology</i> , 52(1), 120–143. Sonenshein, S. (2010). We're changing - Or are we? Untangling the role of progressive, regressive, and stability narratives during strategic change implementation. <i>The Academy of Management Journal</i> , 53, 477–512. Tsoukas, H.; Chia, R. (2002). On organizational becoming: rethinking organizational change. <i>Organizational Science</i> , v.13, n.5, p.567-582, 2002. Van de Ven, A. H., & Poole, M. S. (1995). Explaining development and change in organizations. <i>The Academy of Management Review</i> , 20, 510–540. Van de Ven, A. H., & Poole, M. S. (2005). Alternative approaches for studying organizational change. <i>Organization Studies</i> , v.26, n.9, 1377-1404. Weick, K. E., & Quinn, R. E. (1999). Organizational change and development. <i>Annual Review of Psychology</i> , 50, 361–386. Woodman, R. W. (2014). The Science of Organizational Change and the Art of Changing Organizations. <i>The Journal of Applied Behavioral Science</i> , 50(4), 463–477.		